DOCUMENT RESUME

ED 235 708 HE 016 656

TITLE	On Campus with Women. Vol. 13, No. 1, Summer 1983.
INSTITUTION	Association of American Colleges, Washington, D.C. Project on the Status and Education of Women.
PUB DATE	83
NOTE	14p.
AVAILABLE FROM	Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, DC 20009.
PUB TYPE	Collected Works - Serials (022) -- Viewpoints (120) -- Reports - Descriptive (141)
JOURNAL CIT	On Campus with Women; v13 n1 Sum 1983
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Advisory Committees; Affirmative Action; College Faculty; College Students; Court Litigation; *Employment Practices; *Females; Financial Support; Higher Education; Minority Groups; Nontraditional Occupations; Personnel Policy; Rape; Salaries; *Sex Discrimination; *Sexual Harassment; Women Faculty; Womens Athletics; *Womens Education; Womens Studies

ABSTRACT

Developments in education, employment, and the court system concerning the status of women are covered in this newsletter issue. In addition to the news items, an article criticizing the Reagan-appointed Advisory Council on Women's Education is presented. The article, which was prepared by the Citizens Council on Women's Education, is entitled "What Is the Record of the 1982-3 National Advisory Council on Women's Educational Programs?" News topics include the following: violations of Title IX by many student health policies and by underrepresentation of women in community college vocational education programs; the University of New Hampshire's efforts to prevent sexual harassment and rape; a request for information on campus gang rape; how to distinguish sexual harassment from flirtation; sex bias in reference letters; minority women in academics; research on Chicanas in higher education; a research fund for work by Latin American women; sex discrimination in faculty salaries; opportunities for women in technical fields; a Supreme Court ruling on pensions for female retirees; retraining women in higher education; sex discrimination court cases; enrollment of female college students; developments on campus affecting women, women and sports, women's studies, and financial support for women's programs. (SW)

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ON CAMPUS WITH WOMEN

Vol. 13, No. 1 - Summer 1983

Project on the Status and Education of Women

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Project on the Status and Education of WOMEN

ON CAMPUS WITH WOMEN

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TITLE IX

(See also In the Courts, p. 4.)

Most College Student Health Policies Violate Title IX

In testimony on the Fair Insurance Practices Act, Margaret C. Dunkle reported that 90 percent of all college student health insurance policies violate Title IX because they do not cover pregnancy in the same manner as they do other temporary disabilities. Citing research conducted during the 1980-81 academic year, Dunkle, who is Co-director of The Equality Center, Washington, DC, noted that:

- Nine out of ten colleges provided either no health insurance coverage for pregnancy or lesser coverage than for other temporary disabilities; and that,
- One college in four excluded pregnancy altogether from insurance coverage, while covering other temporary disabilities.

The testimony was given on behalf of The Equality Center and The National Women's Health Network before the Senate Committee on Commerce, Science and Transportation May 19, 1983. Copies of the 34-page testimony are available at $5 from The Equality Center, 2233 Wisconsin Ave., NW, Suite 315, Washington, DC 20007.

Bush Drops Athletic Rules from Review

Vice President Bush's Task Force on Regulatory Relief has quietly dropped Title IX intercollegiate athletic "guidelines" from its agenda of regulations that need to be modified or eliminated. In 1981, athletic policies were targeted for review along with other regulations viewed as burdensome. The athletic policy interpretation was originally issued by the government in December 1979.

Underrepresentation of Women in Community College Voc Ed Programs Violates Title IX

The California Community College System has been found by the Education Department (ED) to be violating rules prohibiting bias in vocational education programs that schools cosponsor with labor organizations. No steps had been taken by the California system, said ED, to correct the low number of women and minorities in apprenticeship training programs or to monitor the makeup of students taking apprenticeship classes. Women were only 4.5 percent of the students in the California apprenticeship program in 1979.

The investigation found the community college system in violation of the 1979 Vocational Education Program Guidelines and federal laws (Title VI and Title IX) barring race and sex bias in programs receiving federal funds. A spokesman for the California Community Colleges reported that the system does not plan to challenge ED's findings, and is now moving to implement a remedial plan.

SEXUAL HARASSMENT AND RAPE

University Allocates $7,500 to Prevent Sexual Harassment and Rape

The president of the UNIVERSITY OF NEW HAMPSHIRE (UNH) made $7,500 available for the institution's Sexual Harassment and Rape Prevention Program (SHARPP). The funding has enabled the program to:

- train four rape crisis counselors;
- establish a rape and sexual assault victim support group, as well as a campus-wide group to advise the dean of students;
- coordinate and initiate programs and services dealing with sexual violence and harassment;
- conduct rape awareness workshops for men and women students;
- hold training sessions for UNH staff members who are likely to deal with rape and sexual assault victims; and
- distribute pamphlets on rape and on sexual harassment to every undergraduate and graduate student at the university (see following article).

Other activities on campus also dealt with these issues. Three male administrators conducted workshops for male students on sexual aggression and plan to expand their efforts next year. Sororities are requesting workshops on sexual violence, and are beginning to pressure fraternities to pay attention to the problem. Admissions representatives are less likely to assure prospective students and parents that "UNH has no problem with rape" and more likely to talk about the fact that UNH, like other American institutions, does have a problem with sexual violence, and that the school is doing something about it. For further information, write to Nancy Schroeder, Asst. Dean of Students, Huddleston Hall, University of New Hampshire, Durham, NH 03824.

Five Accused of Gang Rape in Michigan College Case

Five male students at SIENA HEIGHTS COLLEGE (MI) were arraigned on criminal sexual conduct charges last February in con-

nection with the alleged assault of a 19-year-old woman student. A sixth was arraigned for assaulting the coed while she was unconscious in her boyfriend's dormitory room. Two days after the school's dean of students learned of the incident, the six men were suspended from the college for at least a year. Disciplinary probations were also meted out to several students who indirectly participated or concealed knowledge of the incident. The woman told police that the assaults occurred after she had fallen asleep in her boyfriend's room, where the two of them had been drinking, smoking marijuana, and engaging in sexual intercourse.

Call for Information: Campus Gang Rape

The Project on the Status and Education of Women is collecting information for a possible paper on gang rape on campus. Recent reports from campuses have alerted us to a pattern and increase in the incidence of gang rape, particularly at campus parties, and our concern has been raised about this issue.

The Project is seeking information regarding:

- the specifics of any incidents of gang rape on campus—including what happened to the people involved;
- the ways in which the incidents were handled by administrators, faculty, and students;
- any programs or policies adopted by the university in response to this type of incident; and,
- other aspects of the subject—including research, and articles in the campus newspapers.

Information on campus gang rape should be sent to: Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

Gang Rape Results in Disbanding of U. Penn. Fraternity

In late March, 1983, the UNIVERSITY OF PENNSYLVANIA withdrew its recognition of Alpha Tau Omega fraternity following the alleged rape of a woman there by at least five men. The fraternity will not be reinstated earlier than 1984. The withdrawal of recognition was based on the fact that "excessive drinking and hazardous social activities tolerated by the fraternity created an atmosphere in which concern for the respect and dignity of others disappeared," according to George Koval, then Acting Vice Provost for the university. No present member or pledge of the fraternity will be permitted to participate in any reorganized chapter.

AAUP Condemns Sexual Harassment and Offers Procedure for Complaints

The American Association of University Professors (AAUP) has noted that sexual harassment interferes with academic freedom. In its recent paper suggesting policy and procedures for handling complaints of sexual harassment, the Association notes that "the unprofessional treatment of students and colleagues assuredly extends to sexual discrimination and sexual harassment, as well as to other forms of intimidation" based on race, religion, politics, or professional interests. Copies of the paper, *Sexual Harassment: Suggested Policy and Procedures for Handling Complaints*, are available at no charge from AAUP, One Dupont Circle, Washington, DC 20036, Attn: Lesley L. Francis, Staff Liaison for Committee W.

How to Distinguish Sexual Harassment from Flirtation

"What's the Difference Between Flirtation and Sexual Harassment?" is one of many publications prepared by campus administrators across the country. This one, which could be used as a model for other institutions, was developed at the UNIVERSITY OF NEW HAMPSHIRE as part of a larger program to educate the campus on the issue. Copies were distributed at most faculty department meetings as well as to students, deans, directors, and department chairs. A poster on the issue of sexual harassment, assault, and rape was also displayed in various locations on the campus. Copies of the flyer, a companion flyer on rape, and the poster are available at no charge from the Office of the Dean of Students, Huddleston Hall, University of New Hampshire, Durham, NH 03824, Attn. Nancy Schroeder, Asst. Dean of Students.

Poster Power

"Sexual Harassment is not a compliment. It's offensive and illegal." This is the straightforward message of the three-color poster printed by the Connecticut Women's Educational and Legal Fund, Inc. (CWEALF). Copies of the eye-catching 18" x 24" poster are available at $3.50 from CWEALF, 22 Maple Ave., Hartford, CT 06114, Attn. Leslie Brett.

Wisconsin Offers Annotated Guide to Sexual Harassment Materials

An Annotated Guide to Materials on Sexual Harassment, developed by the University of Wisconsin Center System, covers publications, perspectives, current research, films, support groups, general approaches to the issue, and legal aspects. Copies of the 17-page guide are available at no charge from the Affirmative Action Office, University of Wisconsin Center System, 149 No. Frances, Madison, WI 53708.

On Employee Harassment

Sexual Harassment on the Job: A Guide for Employers is a 22-page pamphlet which includes a short legal summary, a model questionnaire on sexual harassment, a sample policy on sexual harassment, a short bibliography, and the Equal Employment Opportunity Commission's Guidelines on Sexual Harassment. Prepared by the New Hampshire State Advisory Committee to the U.S. Commission on Civil Rights, the pamphlet may be ordered at no charge from the U.S. Commission on Civil Rights, New England Regional Office, 55 Summer St., 8th Floor, Boston, MA 02110.

EMPLOYMENT

Not To Be Recommended: Sex Bias in Reference Letters

An analysis of letters of recommendation written on behalf of applicants for an assistant professorship concludes that hiring practices continue to show sex bias. All of the letters of recommendation recommended consideration of the applicant, but differences were as follows:

- some letters (all written by males) contained information on the marital and/or parent status of the applicant. In these, the marital and parent status of the male applicants was presented as a positive factor; the parent status of the female applicant was presented ambiguously.
- letters referring to personal appearance (written by males on behalf of female applicants) noted "attractive appearance"

and "pleasing to look at" as part of the summation of the applicant's academic abilities and personality/character traits.

The letters were noted in three categories: Very Positive, Positive, and Ineffective. Letters concerning women were less likely to be rated as Very Positive and more likely to be rated in the category of Ineffective. "A Study of Letters of Recommendation," by Margaret-Mary Franz, Department of Sociology, California State University, Hayward, was reported in the *Sociologists for Women in Society Network*, Vol. XIII, No. 1, January 1983.

Does Sex Discrimination in Faculty Salaries Really Exist? Yes, Virginia

Recent years have seen salary equity studies conducted at over a quarter of all U.S. colleges and universities. The studies, which have included all of higher education, an entire state, specific disciplines, or particular colleges and universities, have almost always reached the same conclusions: men and women faculty with comparable qualifications, experience, productivity, and in the same academic discipline do not as a rule earn equal salaries. Most estimates suggest that the "penalty" for being female is between $1000 and $3000 per year. "Salary Equity Issues in Higher Education: Where Do We Stand?" analyzes the data, legal implications and issues. The article, by James V. Koch, appeared in the October 1982 issue of the *American Association of Higher Education Bulletin*, and was reprinted under *Research Currents* by the ERIC Clearinghouse on Higher Education. Copies are available at $2.15 plus shipping costs from ERIC Document Reproduction Service, P.O. Box 190, Arlington, VA 22210. Ask for ED #222162.

College Education Pays Off for Women, But Still Leaves Women Earning Less

The salaries of college-educated women today catch up more quickly with those of non-college educated women than the salaries of college-educated men catch up with those of their non-college educated counterparts. However, "women earn less than men at each age and educational level." So notes the National Center for Education Statistics in its report on a longitudinal study of the high school class of 1972. College-graduated women from that class reached the same earning level of those with no college at age 22, while college men from the class did not catch up to their peers until age 25. Nonetheless, the study of over 23,000 classmates reports that neither schooling nor experience are sufficient to close the gap in wage rates between men and women.

Technical Fields: More Room for Women

Technical fields have an edge over most non-technical fields in terms of opportunities for women, despite the fact that employment and advancement opportunities for women in science or engineering still lag behind those for men. The proportion of women graduates in science and engineering has increased dramatically since 1965, jumping from 22 percent to 37 percent of all bachelor's degree awards in these fields, and from seven to 23 percent of all doctoral degrees.

The statistics are noted in *Opportunities in Science and Engineering*, which reports results of a Scientific Manpower Commission study funded by a National Science Foundation grant. The 102-page chartbook includes information on the present supply of scientists and engineers, their labor force participation and employment opportunities, with special emphasis on the entry and advancement of women in these fields. Single copies are available for $1 while supplies last from the Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

Supreme Court Rules On Pensions

The U.S. Supreme Court has ruled that the practice of paying female retirees lower monthly benefits than male retirees, despite equal contributions, is in violation of Title VII of the 1964 Civil Rights Act, which prohibits sex discrimination in employment. The differential benefits were based on the expectation that women as a group live longer than men. In *Norris* v. *Arizona Governing Committee*, the court held that all retirement benefits "must be calculated without regard to the sex of the beneficiary." The ruling, however, is not retroactive and applies only to benefits paid after August 1, 1983. Benefits being paid now or future benefits based on past contributions are not affected by the ruling. This decision sent back to the appellate courts two related cases in which benefits paid to female retirees from educational institutions were challenged as discriminatory. Both cases, which involved the Teachers Insurance and Annuity Association and the College Retirement Equities Fund (TIAA-CREF), were to be evaluated in terms of the Norris decision. Eighty-five percent of private colleges and universities, and forty percent of public institutions participate in TIAA-CREF, which plans to adopt unisex mortality tables for its pension and annuity plans by August 1.

Women's organizations applauded the ruling as a major victory, but expressed regret that the decision did not provide retroactive relief to women whose benefits are or will in part be based on past contributions. Justice Sandra Day O'Connor provided the "swing" vote by voting for equal benefits but against retroactivity, in the court's five to four decision.

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The Project on the Status and Education of Women of the Association of American Colleges provides information concerning women in education and works with institutions, government agencies and other associations and programs affecting women in higher education. The Project is funded by Carnegie Corporation of New York and The Ford Foundation. Publication of these materials does not necessarily constitute endorsement by AAC, Carnegie Corporation of New York, The Ford Foundation, or any of the Project's sponsoring organizations. This publication may be reproduced in whole or part without permission, provided credit is given to the Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington, DC 20009. (202) 387-1300. ISSN 0734-0141

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College and University Personnel Association (CUPA)
National Association of College and University Attorneys (NACUA)
National Association of Independent Colleges and Universities (NAICU)

Prices and availability of resources are current at time of publication.

Women Support Women Physicians in Medical Academia

In a survey of senior medical students, faculty and top-level administrators in ten medical schools, men (particularly male medical students) were less supportive than women in their attitudes toward women physicians within medical academia. Male faculty were generally more supportive than male students, and male administrators more supportive than male faculty. Differences also existed regarding attitudes on the difficulties that women faculty (compared with their male counterparts) face in attaining tenure. On the latter question, women faculty of all groups envisioned academic advancement as problematic, while administrators saw few obstacles for women.

Results of the survey are reported in "Attitudes Toward Women Physicians in Medical Academia." The article, by Arlene Scadron, Marlys H. Witte, Morris Axelrod, Edward A. Greenberg, Cynthia Arem, and June E.G. Meitz, appeared in the *Journal of the American Medical Association*, Vol. 247, May 28, 1982.

Retaining Women in Higher Ed

Closing the Revolving Door: The Retention of Women in Higher Education was designed to chronicle the impressions, insights and concerns of women faculty at the UNIVERSITY OF NEW HAMPSHIRE regarding factors involved in the failure of women faculty to stay at the university and to move up in the faculty ranks. The 38-page handbook, which is the result of a study by the Women's Commission Committee on the Retention of Women, also discusses how both statistics and atmosphere at the school can be changed in order to address the high turnover rate of women faculty. While the study relates especially to women at UNH, it may prove useful to women at other institutions. Copies are available at $5 prepaid from the Women's Commission Committee on Faculty Retention, Batchellor House, University of New Hampshire, Durham, NH 03824.

Association Nominees Surveyed for Stands on Women's Issues

A survey of the 1983 nominees for all elective offices and committees of the American Sociological Association, conducted by Sociologists for Women in Society (SWS), may serve as a model for other women's caucuses and committees. The survey, which was published prior to the election, was designed to gather information on nominees' stands on women's issues and asked questions such as:

Have you ever worked actively on behalf of

- the women's studies program at your college/university?
- battered women's shelters, laws, etc.?
- rape crisis programs?
- sex discrimination or sexual harassment suits, participation on behalf of women's issues and rights?
- affirmative action policies, programs, or activities at your place of work on behalf of women and women's issues?

Have you ever

- written articles, given interviews or speeches on behalf of women's rights or issues?
- signed petitions, given funds, or worked actively for passage of the Equal Rights Amendment?

A summary of the questionnaire, with summarized responses from each nominee, is available at $1 for postage and handling from Patricia Y. Martin, School of Social Work, Florida State Univ., Tallahassee, FL 32306.

Joint Hearings on Equal Pay Issue

Copies of the joint hearings on pay equity—equal pay for work of comparable value—before subcommittees of the House Committee on Post Office and Civil Service are available from the Subcommittee on Human Resources. The hearings, held in September and December of 1982, include a large number of statements and reports from a wide range of proponents of the issue. The two-volume set, consisting of close to 3,000 pages, may be ordered free while supplies last from the Subcommittee on Human Resources, Committee on Post Office and Civil Service, U.S. House of Representatives, 511 House Annex #1, New Jersey and C Sts., SE, Washington, DC 20515.

Carnegie Grant for Sex Equity Seminars for Lawyers

The National Women's Law Center of Washington, DC has received a Carnegie Corporation grant to develop and conduct seminars for lawyers on sex equity in education. Throughout 1983 and 1984, the Center will sponsor six two-day conferences across the country for members of the Bar, in particular civil rights lawyers, school board and university counsel, federal, state and local agency counsel, and law professors. Two of the conferences have already been held; the remaining four will be conducted between Fall 1983 and Spring 1984. For additional information, write to Beth Michelman, National Women's Law Center Conferences, Suite 1003, 1725 K St., NW, Washington, DC 20006.

IN THE COURTS

Broad Title IX Ruling Issued in Iron Arrow Case

A federal appeals court has ruled that the Department of Education can sever aid to an institution supporting a male-only honor society. Although the UNIVERSITY OF MIAMI (FL) did not support the Iron Arrow Honor Society financially, the court ruled that the prestige which university officials afforded the group tainted the institution's entire academic mission with sex discrimination. However, a new school policy barring the society from school grounds may render the court's ruling moot. Because of that policy, federal officials have said they would not terminate aid to the school.

The appeals court argued for a broad interpretation of Title IX, and rejected arguments that federal law on sex discrimination applies only to educational programs receiving direct federal funds. In 1975, the honor society filed suit against then-HEW in order to stop a threatened cutoff, and last year took its case all the way to the U.S. Supreme Court. The justices, however, declined to hear the case, sending it back instead for more hearings in light of *North Haven* v. *Bell*, a decision which limited Title IX coverage to programs specifically receiving federal aid.

In the past, Iron Arrow was regarded as the highest honor attainable at Miami, and previously received significant assistance from the school. The appeals court noted that, until recently, public initiation ceremonies were conducted on campus property, and also, that many plaques and monuments on campus pay tribute to the society.

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MINORITY WOMEN

The project gratefully acknowledges the support of TRW for making this section on minority women possible.

Minority Women Academics: Fewer and Farther Between

Black women who earn advanced degrees seldom rise through the ranks as far as their male counterparts do, point out authors of an article entitled "Barriers to the Progress of Women and Minority Faculty."

It is often difficult to estimate the proportion of minority women due to the fact that data on both sex and minority status are rarely available in large studies. Studies which do give such data show that the *percentage* of minorities among women has been higher in almost all types of institutions than the percentage of minorities among males; however, minority men outnumber minority women because the number of males on campus faculties greatly exceeds the number of females. Additionally, minority males typically hold higher postions than minority females.

Among full-time faculty women, minority women comprise the following:

- Black women, two percent;
- Asian women, 0.4 percent;
- Hispanic women, 0.4 percent; and
- Native American women, less than 0.1 percent.

When predominantly Black institutions are excluded, this approximately three percent share of full-time instructional positions for minority women shrinks still further. Thus, in comparison with nonminority women and minority men, among tenured academics, minority women are the least well represented group.

The article appeared in the *Journal of Higher Education,* Vol. 54, No. 2, March/April 1983.

Looking for Black Women Faculty? Here's How to Find Them

The Talent and Job Bank established by the Association of Black Women in Higher Education, Inc. (ABWHE) sends out monthly mailings to members listing available openings in the job market. Scholarships, fellowships, internships, and other opportunities are also included. For further information, contact Gloria Primm Brown, Program Associate, Carnegie Corporation of New York, 437 Madison Ave., New York, NY 10022, or Jacqueline A. Kane, 30 Limerick Dr., Albany, NY 12204. The service, which is open only to members of ABWHE, may be a useful model for other groups.

Howard University Quarterly Salutes Black Women in Education

The Summer 1982 yearbook issue of *The Journal of Negro Education* documents the impact of black women in education. The issue's fourteen articles cover elementary, secondary and higher education, including Black women's colleges. Also included are reviews of books about Black women. Copies of the 196-page yearbook issue (Vol. 51, No. 3, Summer 1982) may be ordered at $5 from *The Journal of Negro Education,* PO Box 311, Howard University, Washington, DC 20059, Attn: Circulation Department.

Research on Chicanas in Higher Ed

Chicanas in Postsecondary Education reports the results of a study which examined the educational experiences of Chicana and Chicano undergraduates in five institutions of higher education in California. The study, which was funded by The Ford Foundation, focused on three factors:

- the experiences of the different types of institutions;
- the relative experiences of male and female Chicano students particularly in academic, financial, and social areas; and
- the effect on the student of the social system within each type of college campus.

The report offers conclusions and recommendations in the areas of recruitment, finances, women and home responsibilities, instruction and advisement, support services, and the community college. Copies of the 106+ page report, which includes a bibliography and numerous appendices, are available at $10.50 prepaid from the Chicana Project Report, Center for Research on Women, Old Chemistry Bldg., Rm. 30, Stanford University, Stanford, CA 94305.

Researchers on Hispanic Women Listed

The Southwest Institute for Research on Women (SIROW) lists, in its December 1982 newsletter (No. 14), nearly 30 scholars doing research on Hispanic women in the U.S. For further information on the scholars and their research, or for a free copy of the list, write to SIROW, University of Arizona, Tucson, AZ 85721.

Research Fund for Work by Latin American Women

The Sally Butler Memorial Fund for Latina Research, established to support research by Latin American women on issues of importance to contemporary working women, is open to women from Latin America—by descent or citizenship—including Caribbean, North American, South American, and Central American regions, who are conducting pre-doctoral or advanced research. Two or three awards, ranging between $500 and $3,000, are granted per year, with most awards around $1,000. Applications are available between September 1 and December 15. Letters requesting application materials should include a brief description of topic to be researched and mention of Latin American background or citizenship, and should be sent to Research and Information Services, Business and Professional Women's Foundation, 2012 Massachusetts Ave., NW, Washington, DC 20036.

Historically Speaking: Latin American Women

A listing of eight sources of information on Latin American women in history appears in the March 1983 issue of *HACER,* the newsletter for the Hispanic Women's Center. The list is part of a larger bibliography compiled as one of the projects of the Center. For a free copy of the newsletter, or for further information, write HACER/Hispanic Women's Center, 115 W. 30th St., Room 900, New York, NY 10001.

Media Packet on Mexican-American Women in History

The film "Chicana" spans two cultures in its exploration of the history of Mexican-American women of the Southwest. Part of a media packet on working women, past and present, the film (22 min., color, 16 mm) is accompanied by 20 study/activity booklets (bi-lingual), an educator's guide, and a brief questionnaire. High school teachers and youth leaders can "rent" the film for free when purchasing a packet of 20 study/activity booklets and educator's guide ($38) and agreeing to complete the questionnaire. Rental for audiences above 19 years range from $40 to $100 depending on intended use. For further information, write to Hidden from History, PO Box 315, Franklin Lakes, NJ 07417.

(Continued from page 4)

Sex Discrimination Cases:

CITY UNIVERSITY OF NEW YORK (CUNY): In March, 1983, a federal district court judge found CUNY guilty of discrimination against women faculty members because it had paid them lower salaries than their male counterparts. The decision, in a class-action suit filed in 1973 by 25 women employed at most of the university's 17 senior and community colleges, could cost the school system as much as $60 million in damages, said one attorney. (Over 10,000 women have taught at CUNY since 1968.) Based on a finding that the average annual salary differential between men and women in similar faculty positions was $1,800, the decision also alleged that women were discriminated against with regard to hiring, promotion, and fringe benefits. Officials at CUNY have announced that they will seek an appeal of the March ruling, which covered only the salary dispute.

UNIVERSITY OF MINNESOTA, TWIN CITIES CAMPUS: A total of $750,000 in back pay and fringe benefits has been awarded to 37 women librarians at the UNIVERSITY OF MINNESOTA in an out-of-court settlement of a sex bias suit filed against the university in 1981. The women will receive over $20,000 each to redress claims of discrepancies between their earnings and those of men, going back to 1972. The plaintiffs will also receive a total of $55,000 in salary increases through 1984-85.

UNIVERSITY OF OREGON: In another out-of-court settlement, a former director of affirmative action at the UNIVERSITY OF OREGON was recently rehired and given $50,000 as a result of a discrimination and breach-of-contract suit. The director, who is Black, had accused the university of race and sex discrimination. In settling the case, the university admitted no wrongdoing.

THE UNIVERSITY OF TEXAS AT EL PASO: A federal judge charged THE UNIVERSITY OF TEXAS with discrimination for paying a woman less than men teaching comparable courses in the same department. The plaintiff, an assistant professor of mathematics, in her complaint filed with the Equal Employment Opportunity Commission ten years ago, argued that a male assistant professor with whom she shared an office received a higher salary, despite the fact that he taught fewer students, was in class for fewer hours each week, and maintained shorter office hours. In his decision, the judge noted that, although university policy requires that instructors be promoted or dismissed after seven years, the plaintiff had been kept at the instructorship level for a total of fourteen years. "This court," he declared, "cannot accept the defendant's explanation that it simply 'forgot' to promote her for seven years."

CORNELL UNIVERSITY (NY): A federal judge has dismissed the arguments of Cornell women faculty that they were better qualified than male professors hired for the jobs the women sought, stating that their statistical evidence was not enough to prove sex bias, and that Title VII of the Civil Rights Act (prohibiting discrimination in employment) did not require that the most qualified person get the job. In his decision, the judge maintained that the women "did not meet Cornell's rigorous standard for tenure." *(Zahorik* v. *Cornell University)* The women's attorney plans to appeal the ruling, and has charged that the ruling undermines the law. The case, known as the "Cornell Eleven" has been the focus of a national fundraising drive.

VANDERBILT UNIVERSITY (TN): A former instructor in the English department who was denied tenure in 1981, has charged the university with sex discrimination. Despite the fact that her department recommended her for tenure, the dean of arts and sciences concluded that she had not exhibited competence in research and rejected the recommendation. The instructor, contending that her work in women's studies was discounted, is asking for reappointment with tenure to the Vanderbilt faculty, as well as unspecified amounts in damages and legal costs.

Mandatory Student Fees for Abortions Upheld

The California Supreme Court has upheld the right of the UNIVERSITY OF CALIFORNIA to require students to pay fees which are used in part for abortions. The decision, which was without comment, rejected an appeal by 57 university students who argued that their constitutional rights to free exercise of religion had been violated. The suit had been denied by lower courts.

White House Drops Nomination of Borcherdt

In the face of stiff opposition from women's rights groups, the White House decided against resubmitting a controversial nomination to a high-level Education Department post. The Administration's effort to place Wendy H. Borcherdt, a former White House aide, in the department as Deputy Undersecretary for intergovernmental and interagency affairs drew criticism from women's rights groups, which charged her with masterminding the earlier firing of Joy Simonson. (Simonson was Executive Director of the National Advisory Council on Women's Educational Programs. See Summer 1982 *On Campus With Women,* p. 11)

The controversy kept the Senate from voting on Borcherdt's nomination prior to adjournment last year. The White House would have had to resubmit her name to the new Congress this year for her nomination to be considered.

ON THE CAMPUS

Women in Numbers: Some Up, Some Down

For the first time in seven years, the number of women enrolling in college has decreased, while the number of male enrollees has increased, according to a recent National Center for Education Statistics (NCES) report. Preliminary estimates of the fall 1982 enrollment in postsecondary institutions showed a 0.2 percent jump in the number of men in college (to 5.98 million), while the number of women enrolling dropped 0.4 percent (to 6.37 million). This decline, commented NCES, in combination with the much-forecasted drop in the number of traditional college-age students, "is sure to affect overall enrollment levels in the nation's colleges and universities." Copies of the report, *Fall Enrollment in Colleges and Universities, 1982,* are available at no charge from the Statistical Information Office, National Center for Education Statistics, 400 Maryland Ave., SW, Mail Stop 1001, Washington, DC 20202.

Medical schools show a different trend, with a record number of enrollees for the fall of 1982, and an increase in the number of women over previous years—women entering medical school last fall comprising 31.4 percent of the total entering class.

An increase was also seen in the proportion of doctorates granted to women—from 30.3 percent of the total in 1980 to 31.5 percent in 1981. This continues a trend begun in 1965. The increase was seen in all major fields except the physical sciences,

in which the number of women remained constant from 1980 to 1981.

In describing the means used to finance their degrees, women doctoral recipients cited "self" sources—their own or spouse's earnings and family contributions—with significantly greater frequency than men. Over twice as many men as women cited research assistantships as their primary source of support.

The decade spanning 1971 and 1981 saw the number of women doctorates in education more than doubling, at the same time that the number of male recipients dropped 22 percent—a trend which, if it continues, could make education the first field in which the number of doctorates granted to women exceeds the number granted to men.

The above data are from *Summary Report 1981: Doctorate Recipients from United States Universities*. The 1982 *Summary Report*, just off the press, notes an increase in the number of women receiving doctorates in that year to 10,057 (passing the 10,000 mark for the first time), now accounting for 32 percent of the 1982 total. The largest increases in the number of women Ph.D.'s occurred in the physical and life sciences. The 1982 *Summary* also points out that, although still small, the number of doctorates earned by women in engineering has climbed rapidly in recent years, doubling in number between 1979 and 1982. The year 1979 saw 62 women earning Ph.D.'s in the field; in 1982 there were 124. The total number of Ph.D.'s in engineering is 2644, so women still form a very small proportion, but their ranks are growing.

Both *Summary Reports* are available at no charge from the National Academy Press, 2101 Constitution Ave., NW, Washington, DC 20037.

Ten Women Win $2000 Over Issue of Sex-segregated Student Jobs

Ten women students at HOBART and WILLIAM SMITH COLLEGES in Geneva, NY argued convincingly that student jobs were sex segregated. Evidence cited: while there were two kinds of jobs open at the schools in the summer of 1980—outside maintenance and indoor housekeeping jobs—the women were channeled to the lower paying housekeeping work, despite the fact that they had all requested maintenance jobs. The State Division of Human Rights found probable cause, and the women were paid $2000 under the terms of an agreement.

Day by Day: Appointment Calendars Chronicle Women Students at U.R.I. and Michigan

An appointments calendar, illustrated with photographs of female students from the turn of the century through the 1930's, was published last year by the UNIVERSITY OF RHODE ISLAND's Women's Center to help publicize its activities and promote a sense of pride in the university's earliest female students. The calendar includes photos of a dormitory scene in 1898, women in a woodworking class and in a home economics laboratory in 1910, a gym class in 1933, and an art class on the lawn in front of the library, circa 1930. The birthdays of famous women and other dates of historical interest to women are also noted. For further information, write to Fran Danowski, Assistant Director, Office of Student Life, University of Rhode Island, 332 Memorial Union, Kingston, RI 02881.

A similar effort was undertaken by the UNIVERSITY OF MICHIGAN's Committee for Gender Studies, which published a "progressively historical" calendar with photographs of women during different periods in the life of the university, ranging from the first woman admitted in 1870 to the current staff of the Committee for Gender Studies. There are no plans for a 1984 version, but copies of the 1983 calendar, printed in sepia, brown and black, may be had for the cost ($1) of postage and handling. Checks should be made out to the Committee for Gender Studies and sent to the Committee at 354 Lorch Hall, University of Michigan, Ann Arbor, MI 48109. Both calendars may serve as models for other institutions.

Large Gains for Women in Part-Time Nontraditional Programs in Community Colleges

Dramatic increases in enrollments of women in nontraditional vocational education are not reflected in national statistics because the Vocational Education Data System (VEDS) reports only full-time students, reports Beverly Postlewaite, sex equity coordinator for the Washington State Commission for Vocational Education. Postlewaite conducted her own survey of 27 community colleges in the state and found that their female enrollments in traditionally male programs had quadrupled—from 6,810 in 1976 to 25,382 in 1980. VEDS, however, had not shown the increase because 20,491 of the 1980 nontraditional enrollments were in part-time programs.

U. Maryland Hoists No Trespassing Sign for *Playboy* Photogs

Upon learning that *Playboy* magazine staff members planned to visit the UNIVERSITY OF MARYLAND campus at College Park to photograph coeds in the nude, the University's chancellor stated that he would not let the photographers on campus if he could help it. He conceded, however, that he was uncertain as to his authority to enforce a ban. Subsequently *Playboy* staff took pictures of Maryland coeds, amidst protests from various campus groups. The visit was in conjunction with the magazine's planned pictorial, "Girls of the Atlantic Coast Conference," to be featured in its annual September back-to-campus issue.

Burgeoning Need for On-Campus Child Care Facilities

Forty percent of all two- and four-year campuses have instituted some kind of child care facilities, reports the National Coalition for Campus Child Care. Universities are increasingly pressed to make provisions for child care, since America's campuses are now playing host to 11 million women over 25, many of whom bring their children along with them to school. For additional information, contact the Coaltion at the University of Wisconsin, Milwaukee Day Care, Milwaukee, WI 53201, Attn: Pam Boulton.

Changing the Climate for Women Students at Rutgers

RUTGERS UNIVERSITY (NJ) President Edward J. Bloustein recently sent copies of "The Classroom Climate: A Chilly One for Women?" to provosts of the three Rutgers campuses, asking them to discuss it with deans and directors and to develop a program for their campus based on its recommendations. The paper, by the Project on the Status and Education of Women, details specific ways in which men and women students are treated differently in the classroom. Copies are available at $3 from PSEW, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

College Financial Aid Officers: 50-50 It's a Woman!

One half of all student-aid administrators are now women, according to a survey by the National Association of Student Financial Aid Administrators (NASFAA). Women student aid officers leaped from 24 percent in 1974 to 47 percent in 1981. Copies of the survey report, *A Profession in Transition: Characteristics and Attitudes of the Financial Aid Administrator*, are available at $12 for

members, $18 for non-members from NASFAA, 1776 Massachusetts Ave., NW, Washington, DC 20036, Attn: Publications Secretary.

Women's Health

At Women's Health Day, held this May in Madison, WI, sixteen UNIVERSITY OF WISCONSIN-MADISON Hospital and Clinics health care professionals presented the most current information on women's health needs. Topics include cancer, eating disorders, infertility, menopause, family crisis, alcohol and drug abuse, aging, toxic shock syndrome, hereditary diseases and life stage development. The program, which was sponsored by the UW-Madison Hospital and Clinics, the Medical School, and Friends of UW Hospital and Clinics, may serve as a model for other institutions.

A New Kind of Escort on the Run

The women choose the place, pick the distance (up to seven miles), and set the pace. Where? At OREGON STATE UNIVERSITY in Corvallis, where the Kappa Delta Rho fraternity is offering a new community service: escorts for women who run at night. Since the program began in September 1982, the 27 fraternity members have been running, while efforts are made to match up their athletic abilities with those of the women whom they escort. An average of ten women a week have sought out the service.

WOMEN AND SPORTS

Women's Group Loses Antitrust Lawsuit Against NCAA

The National Collegiate Athletic Association (NCAA) was cleared this spring of charges brought by the Association for Intercollegiate Athletics for Women (AIAW) that it had violated federal antitrust law by launching women's sports championships two years ago. (See *On Camus With Women*, Winter 1981, p. 12.) AIAW suspended operations in June 1982 after many of its best teams had switched to the formerly male-only NCAA. The women's group, which still exists as a corporation, plans to appeal the ruling.

Women Athletes to be Compensated at Washington State U.

Because the university bought uniforms for male athletes but not for women, WASHINGTON STATE UNIVERSITY was ordered by a county judge to compensate some 400 women athletes for the money they spent between 1977 and 1982 on practice uniforms and jackets. The university was also ordered to compensate 14 coaches of women's teams because they were not given the use of university automobiles, as were coaches of men's teams.

Estimates by the university put the cost of compliance with the order at $140,000, while lawyers for the women estimate the cost at $500,000. The university is not likely to appeal the ruling.

What's a Woman Athlete Worth?

Not as much as her male counterpart, apparently. According to the National Collegiate Athletic Association (NCAA), the 1980-81 average expenses for a woman athlete in Division I schools (those with large scale football programs) was $2,840. For men athletes at the same school, the average amount spent was $9,455. The figures include all operating costs other than capital expenses. The average costs for women's athletic programs at these schools is $392,000; for men's athletic programs, the figure is $3,200,000. The figures appear in the 63-page report "Revenues and Expenses of Intercollegiate Athletic Programs, 1978-81," available through the NCAA Publishing Dept., P.O. Box 1906, Mission, KS 66201. The cost is $3.00 for NCAA members and $6.00 for nonmembers, plus $1.50 for postage.

Targeting Action for Women's Sports: National Conference to be Held

A national conference to develop a blueprint of action for women's sport will be held in Washington, DC from November 3-6, 1983. Delegates will learn about recent research, discuss issues and resolutions, and participate in a plenary session to ratify the "New Agenda" for Women's Sport. For further information, write "The New Agenda," c/o Carole Oglesby, Conference Director, College of HPERD, Temple Univ., Philadelphia, PA 19122.

WOMEN'S STUDIES

At Hope College, Things Look Hopeful for Women's Studies

At HOPE COLLEGE (MI), all new course proposals must now address questions on ways in which the proposed course will incorporate material on women and on the course's impact on women. The school's Committee on the Status of Women has also recently surveyed all department chairs in order to assess the degree to which each department is allotting funds and adapting its policies to incorporate materials dealing with women into departmental offerings.

Call for Bibliographies . . .

In reviving its series, *Wisconsin Bibliographies in Women's Studies*, the UNIVERSITY OF WISCONSIN Office of the Women's Studies Librarian-at-Large has announced that it will provide short reading lists of from two to six pages on topics related to women, and will also update existing lists. Researchers are encouraged to contribute bibliographies they have compiled and also to suggest topics to be covered. The Librarian-at-Large, after editing the bibliographies to conform with series guidelines, will type and reproduce them, giving credit to the original compiler, and distribute them free-of-charge to anyone requesting copies. Other institutions may wish to develop similar bibliographies.

Two new titles in the series are now available: "Women and Technology: Readings on Selected Issues," and "Women in Management: A Selected Bibliography." Also in progress are bibliographies on basic texts and readers in U.S. women's history, an updated bibliography on career planning for women, and a descriptive listing of women mystery writers.

For a full list of available bibliographies, as well as guidelines for the series, write to Susan Searing, Women's Studies Librarian-at-Large, 112A Memorial Library, 728 State St., Madison, WI 53706.

Tulane Offers Women's Studies Honorary Fellows Program

To give women's studies scholars who are without university affiliation in the New Orleans (LA) metropolitan area an opportunity to continue scholarly research within an academic environment, the Newcomb Women's Center of Newcomb College, TULANE UNIVERSITY has initiated the Women's Studies

Honorary Fellow Program. Honorary fellows are unfunded positions, but give the fellow access to libraries and computer time. The program is based on a similar model at the UNIVERSITY OF WISCONSIN-Madison. For further information on the Tulane program, write to Beth Willinger, Director, Newcomb Women's Center, Tulane University, New Orleans, LA 70118. For information on the Wisconsin program, write to Elaine Marks, Women's Studies Research Center, 209 North Brooks St., Madison, WI 53706.

ABOUT MEN IN PARTICULAR

Women and Fraternities
Oink Award . . .

Her Say, a San Francisco-based news service which focuses on women's issues, voted its uncoveted Oink Award last February to the Fraternity Executives Association, an organization of administrators of Greek letter fraternal organizations. The group, at its last meeting, had passed a resolution stating that "Little sister groups are not desirable adjuncts to the collegiate chapters of men's fraternities." Reason given? The F.E.A. seems to believe that the women's presence is distracting to chapter members and weakens the bonds of brotherhood.

Coed Frat . . .

Another *Her Say* story noted that a California fraternity had given its national council the old heave-ho, after the council denied full voting status to the local group's fraternity sisters.

Fraternity *sisters?* Yes. Alpha Sigma Phi on the campus of STANFORD UNIVERSITY (CA), has been coed for nine years, a situation the national council ignored until two years ago when the fraternity's president sought official acceptance of the coed status. When the national council refused, the Stanford chapter called it quits, and dropped out of the all-male national organization.

One of the female members of ASP noted that the fraternity loses little by dropping out. "All we do is send them money," she observed.

Gender Studies Flourish at USC

A steadily growing demand to participate in the UNIVERSITY OF SOUTHERN CALIFORNIA's (USC) Program for the Study of Women and Men in Society has swelled the ranks of the program's introductory course to 260 students at present, with more being turned away. The demand includes a growing interest among males, who now comprise half the students in the course, each section of which is taught by a male-female team. Only one other university in the nation (Cornell University, NY) offers a specialized program in the study of both men and women. For further information, write to Gabriel Larmon, USC Program for the Study of Women and Men in Society, Taper Hall 336, Los Angeles, CA 90089-4352.

RESOURCES

Grabbing the Ring: Getting the Research Dollars

How to Get Money for Research lists current grants and resources and gives practical information on approaching foundations, writing proposals, dealing with foundation staff, and formulating budgets. Grants are listed for research by and about women; also listed are general fellowships in the sciences and humanities, and monies for nontraditional pursuits by women. Also included are an annotated bibliography of grant and foundation directories, a listing of grants available from the federal government, and information on technical assistance from The Foundation Center. The 78-page paperback volume, written by Mary Rubin and the Business and Professional Women's Foundation with a foreword by Mariam Chamberlain, is available at $5.95 plus $1.50 postage and handling for one or two books, $.35 for handling for each additional book. Orders should be sent (prepaid if under $20) to The Feminist Press, Box 334, Old Westbury, NY 11568.

Women's Programs: Getting the Money

Outlining different approaches to budgeting, types and sources of funding, and budgetary cycles affecting women's programs at most colleges and universities, *Developing and Negotiating Budgets for Women's Programs* is a manual based on training sessions conducted by the UNIVERSITY OF MASSACHUSETTS at AMHERST's Everywoman's Center. The guide gives specific advice on preparing the actual budget, and how to work with campus administrators.

Originally published in 1979 and reprinted last September, the 66-page manual is available for $2.50 prepaid (check payable to Education Development Center) from EDC/WEEA Publishing Center, Order Dept., 55 Chapel St., Newton, MA 02160.

Yardsticks for Measuring Women's Educational Equity

A resource describing 198 research instruments that will help educators collect information about their educational equity programs, the *Sourcebook of Measures of Women's Educational Equity* examines tools useful in evaluating procedures, monitoring progress, and evaluating outcomes of equity programs. The sourcebook includes descriptions of the instruments, an annotated biblicgrahy of additional instruments and references, a glossary and other indices.

The questionnaires, rating scales, checklists, inventories, and interviews are used to measure items such as attitudes and feelings about mathematics, awareness of racism and sexism, sex-role perceptions, career awareness, and self-esteem. Many of the instruments can be used with different ethnic, cultural, and regional groups. The sourcebook was developed by Beverly J. Parks of the American Institutes for Research, Palo Alto (CA) under a grant from the Women's Educational Equity Act Program. Cost of the sourcebook is $22.75; however, a limited number of complimentary copies are available from The Women's Educational Equity Act Publishing Center, Education Development Center, 55 Chapel St., Newton, MA 02160.

Sex-fair Voc Ed Resources Listed

Resources and References for Sex-Fair Vocational Education documents over 600 practical resources for educators who are dealing with gender equity issues in vocational education. The resources, ranging from elementary through postsecondary, have been culled from such sources as the ERIC database and the Women's Educational Equity Act Program. The volume, which should be useful for teachers and educators as well as those dealing with vocational education, also includes resources for administration, instruction, counseling, outreach, recruitment and placement, inservice/preservice and student workshops, parent/community involvement, reference and research, and displaced homemakers, as well as nonprint resources. The volume, compiled by Shirley Wong and numbering over 120 pages,

is available at $7.50 prepaid from the Order Dept., Far West Laboratory for Educational Research and Development, 1855 Folsom St., San Francisco, CA 94103. (California residents please add appropriate sales tax.)

Perceptual Bias in Evaluation

Research On Seeing and Evaluating People summarizes research on the role of stereotypes in perception and evaluation. Results of the research suggest that discrimination against women is not so much the result of deep-seated attitudes of prejudice, but rather, can be better understood as resulting from habits of perception and treatment of women. The report on the research, which is internally cross-referenced, was prepared at the UNIVERSITY OF DELAWARE by Florence L. Geis, Mae R. Carter, and Dore' Butler under a grant from the Women's Educational Equity Act Program. Copies of the 86-page report, which includes specific proposals for counteracting invisible discrimination and over 100 references, are available at $4 prepaid from The Office of Women's Affairs, Univ. of Delaware, Newark, DE 19711. Also available is a 20-page pamphlet summarizing the basic research. The pamphlet, *Seeing and Evaluating People*, costs $1.

Aid for Child Care Program Planners

Data, guidance, and shared ideas on child care programs are catalogued in *Employers and Child Care: Establishing Services Through the Workplace*. The 81-page pamphlet is a 1982 update of the version published by the Women's Bureau of the Department of Labor in 1981. It should be helpful to those responsible for planning child care programs for colleges and universities. Free copies are available from the Women's Bureau, U.S. Department of Labor, 200 Constitution Ave., NW, Washington, DC 20210.

Teachers of Employment Discrimination Law Listed

A directory of persons teaching employment discrimination law in both law and other graduate schools has recently been published by the Bureau of National Affiars. The 40-page pamphlet, *Employment Discrimination Law in American Law and Graduate Schools*, compiled by James E. Jones, Jr. and Denise Ofria is available at no charge from The Bureau of National Affairs, Inc., 1231 25th St., NW, Washington, DC 20037, Attn: Elizabeth Purcell.

Keep It Handy . . .

For Your Purse or Backpack is not a traveller's toothbrush, but rather, a brief introductory list of beginning sources which answer some of the most frequently asked questions about women's issues and concerns. Sample questions: "How come women don't have a sense of humor?", "If there's a women's studies, why isn't there a men's studies?", and "What's all this fuss about language?" Copies of the eight-page brochure are available at no charge from Beth Stafford, University of Illinois at Urbana, Univ. of Illinois Library, Rm. 439, 1408 W. Gregory Dr., Urbana, IL 61801.

REAGAN-APPOINTED ADVISORY COUNCIL ON WOMEN'S EDUCATION CRITICIZED

[The National Advisory Council on Women's Educational Programs (NACWEP) was severely criticized recently for abdicating its unique role as a voice for prodding the federal government to work for equal educational rights for women and girls. The analysis below, printed in its entirety, was prepared by the Citizens Council on Women's Education, a private group which was organized shortly after the Reagan administration's newly appointed NACWEP members fired their executive director, Joy Simonson. Simonson, who has been active in women's issues for many years, had been executive director for NACWEP since its inception in 1975 (see *On Campus With Women*, Vol. 12, No. 1, p. 11, Summer 1982). The Citizens Council is a project of the National Coalition for Women and Girls in Education, and is located at 2401 Virginia Ave., NW, Washington, DC 20037.]

WHAT IS THE RECORD OF THE 1982-3 NATIONAL ADVISORY COUNCIL ON WOMEN'S EDUCATIONAL PROGRAMS?

Congress established the National Advisory Council on Women's Educational Programs (NACWEP) in the Women's Educational Equity Act (WEEA) of 1974. Composed of seventeen citizens appointed by the President, who are supposed to be " . . . broadly representative of the general public who, by virtue of their knowledge or experience, are versed in the role and status of women in American society," the Advisory Council is directed to:

- advise the Secretary of Education and other officials about equal educational opportunities for women and girls;
- make recommendations concerning the various aspects of the Women's Educational Equity Act Program;
- evaluate annually the projects supported under WEEA;
- report to the President and Congress as appropriate;
- disseminate information about Advisory Council activities.

What have been the activities and accomplishments of the Advisory Council since appointment of the new members in mid-1982 and its selection of new staff?

1. THE ADVISORY COUNCIL HAS FAILED TO MONITOR THE FEDERAL GOVERNMENT'S POLICIES AND ACTIONS in the crucially important areas of Title IX of the Education Amendments of 1972 (the key statute prohibiting sex discrimination in education), Executive Orders 11246 and 12250, Title VII of the Civil Rights Act, and the Equal Pay Act.

- **The Advisory Council took no action** in relation to the Justice Department's inaction in the *Richmond* case which severely limits the scope of Title IX coverage.
- **The Advisory Council took no action** concerning the Vice President's Task Force on Regulatory Reform, which targeted the Title IX regulation on intercollegiate athletics and the sexual harassment guidelines of the Equal Employment Opportunity Commission.
- **The Advisory Council has taken no action** on proposed Department of Education moves to exempt student loans from Title IX coverage.
- **The Advisory Council has not even examined** current enforcement procedures for Title IX, procedures which have been criticized by those active in women's educational equity and which are also the subject of court proceedings.
- The current Advisory Council has sent **one** limited letter concerning Title IX to the Secretary of Education.

- **Previously,** the Advisory Council **actively monitored all Federal** activities and policies which would affect educational equity, met with appropriate officials and advocates, and made many formal recommendations concerning these issues. (See Annual Reports, 1975-1982.)

2. THE ADVISORY COUNCIL HAS FAILED TO ADVISE ON LEGISLATION of importance to educational equity for women and girls.

- **The Advisory Council has not examined** or taken a stand on impending vocational educational legislation which would seriously affect opportunities for women and girls.
- The Administration has proposed eliminating provisions of the law which would require state action to meet the special needs of women, but the **Advisory Council has never** had this item on its agenda.
- **Previously,** the Advisory Council **monitored** vocational education, **held** hearings, **published** extensive reports, and made numerous recommendations on the subject to the Secretary.
- Despite its alleged interest in improving opportunities for girls and women in mathematics and science, the Advisory Council **failed to** communicate to the Administration any recommendations concerning special attention to females in currently pending legislation.
- The Advisory Council claims that the Administration's proposed budget for upgrading math and science instruction was in response to the Advisory Council's recommendation, even though the proposal had no focus on women and girls.

3. THE ADVISORY COUNCIL VIEWS ITSELF PRIMARILY AS A SUPPORTER OF THE PRESIDENT and is reluctant to take any stand that would oppose the Administration.

- **The Advisory Council did not** oppose the Administration's request for **zero funding** of the Women's Educational Equity Act, or the **rescission** of current funds, although oversight of WEEA is a central mission of the Advisory Council.
- Previous Advisory Councils had often opposed the policies and actions of the Administrations which had appointed them, when these policies and actions were viewed as harmful to educational equity for women and girls.

4. THE ADVISORY COUNCIL HAS HELD NO HEARINGS WHATSOEVER to receive input from the public concerning educational equity issues. Previous Councils held numerous hearings around the country and in Washington to obtain information about vocational education, rural women, displaced homemakers, intercollegiate athletics, ethnic and minority women, counseling, etc.

5. THE ADVISORY COUNCIL'S STAFF HAVE LIMITED OR NO EXPERTISE on women's educational equity or with legislation, resulting in inappropriate Council action.

- Staff made a recommendation (which was approved by the Council and transmitted to the President and Secretary) which was in violation of several statutes. They recommended that WEEA funds be used for scholarships for girls to study math in ignorance of the fact that WEEA prohibits exclusion of men and boys.
- The Council voted to eliminate **all indirect costs** for WEEA grants. They and the staff did not understand that the regulation on such costs covers all Education Department programs, and in any event, is not within the scope of the Council's mandate, educational equity.
- The Executive Director had testified in Congress, prior to her appointment to the staff, **against an appropriation for WEEA.**

6. THE ADVISORY COUNCIL AND STAFF HAVE ENGAGED IN VARIOUS UNDESIRABLE, INEFFICIENT, OR UNDEMOCRATIC PRACTICES.

- A major controversial recommendation to amend WEEA was voted **without substantive discussion** despite an agreement to postpone such action, which led opponents to leave the meeting.
- Although Council procedures require an annual election of officers at the first meeting after May 7, the notice in the *Federal Register* listing the agenda for June 1-3, 1983, meeting does not include any mention of such an election.
- The Council has begun its meetings with a sectarian prayer, which violates the First Amendment of the Constitution.
- **Without consultation** with or budgetary approval by members of even the Executive Committee, the chair and the executive director employed a consultant for $6,000 to prepare an analysis of NACWEP and WEEA activities and make recommendations.
- The consultant's report consisted largely of state by state listings of WEEA grants, Council meetings, and the residences of all former Advisory Council members. No recommendations were submitted.
- **No training was given to members** before they visited WEEA grant and contract sites for evaluation purposes. In contrast, the former Advisory Council provided specialized training prior to all site visits.

7. PUBLICATIONS:

- The **sole publication** of the Advisory Council over the past year is a **short list** of Federal offices that deal with women's opportunities. Although useful, this publication does not contribute to educational equity, the Council's mandate.
- **Previously,** the Advisory Council averaged **three special reports** a year, based on extensive research and hearings. They were widely disseminated and contributed to significant areas of educational equity for women and girls. In addition, the Council published the required annual and WEEA evaluation reports.

8. TESTIMONY:

- Because of its inaction and lack of expertise the National Advisory Council on Women's Educational Programs **is no longer sought out for testimony by Congressional Committees.**

June 1983

ON CAMPUS WITH WOMEN

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